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DDP

12 February 1958

MEMORANDUM FOR: Director of Personnel

SUBJECT: Loss of Experienced Employees

1. Following receipt of your memorandum of 28 January 1958 on this subject, I requested a report of separations of FI personnel in the grades of GS-11 and above for the calendar year 1957. This covered all Divisions and the FI Staff. I will not comment specifically on Divisional losses since I note that the Division Chiefs will be replying separately. Statistically, however, it is of interest to note that of 23 separations of FI personnel from the FI Staff and the Divisions, in which the individuals left us to go to private industry, 4 of these were rated as net gains for the Agency while the other 19 represented estimated losses to the Agency. In the case of the FI Staff, while we regretted the loss of 2 of the 3 individuals who left the Staff in 1957 to go to private industry, we do not consider that the losses should be regarded as significant. On the other hand we noted several losses of highly promising individuals from among the Divisions.

2. There were 20 departures of FI personnel from the Divisions and the FI Staff, for strictly personal reasons such as maternity, marriage, education, retirement, death, etc. There were also 5 separations of an involuntary character dictated by such reasons as marriage to an alien, etc. Only 3 individuals in the FI category, all from Area Divisions, left for other Government agencies; one of these went to USIA, one to NSA and one to the Department of State. 2 of these losses were regrettable while the other one was not.

3. From conversations with some personnel who have left or are planning to leave, it is very clear that one of the main reasons for seeking their fortunes elsewhere has been a feeling that the Agency is constipated in its senior ranks and that opportunities for advancement are not as plentiful as in former years. This feeling is no doubt partially inspired or aggravated by recent emphasis on ceilings, etc. Coupled with this feeling seems to be an equally prevalent one that pay scales are better in outside pursuits, over the long haul, than they are within the Agency. I do not suggest that they are correct in this ~~feeling~~ only that the feeling exists. In some cases, separations have come as the result of the feeling of the individual that the work being performed by the Agency is too inhibiting to ~~his~~ ~~her~~ full talents and aspirations.

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4. We have not detected any significant pattern showing that any specific outside institution, agency, or industry is "raiding" the Agency for personnel.



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Chief,
Foreign Intelligence

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